

Geo Lemke

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CORE SKILLS

Talent

Onboarding • Employer Branding • Recruitment

Operations

Benefits Administration • Payroll Coordination • HRIS (Workday/BambooHR)

People Practices

L&D • Succession Planning • Performance Management • Employee Relations

Compliance

GDPR • Employment Law

PROFILE

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

EXPERIENCE

HR Manager — Mante Group (2015-03-10 - 2017-06-17)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 14%.
- Led recruitment for 12 roles across EMEA/US, reducing time-to-hire by 20%.
- Implemented a performance review program which improved engagement scores by 16 points.

People Operations Manager — Krajcik Inc (2018-11-09 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.

Talent Acquisition Manager — Daniel - Abernathy (2025-03-29 - Present)

- Led recruitment for 56 roles across EMEA/US, reducing time-to-hire by 31%.
- Implemented a performance review program which improved engagement scores by 9 points.

People Operations Manager — Mraz Inc (2021-05-24 - Present)

- Implemented a performance review program which improved engagement scores by 10 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 139 roles across EMEA/US, reducing time-to-hire by 36%.

PROJECTS

amplitudo - Future-proofed intermediate implementation

ancilla - Future-proofed needs-based collaboration

vapulus incidentum dicta - Multi-tiered asynchronous migration

ACADEMIC BACKGROUND

MSc Human Resource Management, Harber - Walker University (2018)

CERTIFICATIONS

- SHRM-CP
- PHR
- CIPD Level 5/7